

CLASSIFICATION AND COMPENSATION PLAN

Effective July 1, 2014

ADMINISTRATIVE-CLERICAL

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
AC-1	Hourly	15.60	18.76	21.91
Receptionist/Clerk Recreation Clerk				
AC-2	Hourly	17.42	20.94	24.46
Account Clerk Department Clerk Senior Recreation Clerk Utility Account Clerk				
AC-3	Hourly	19.75	23.75	27.74
Senior Account Clerk Senior Department Clerk				
AC-4	Hourly	21.34	25.65	29.96
Administrative Assistant Collections Assistant Retirement Assistant Treasury Assistant				
AC-5	Hourly	22.81	27.42	32.02
Assistant Town Clerk Human Resources Assistant Senior Administrative Assistant				
AC-6	Hourly	23.59	28.37	33.14
Finance Assistant				
AC-7	Hourly	26.07	31.35	36.62
Executive Assistant to the Town Manager				

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TRADES-CRAFTS-LABOR

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
TCL-1	Hourly	15.39	18.61	21.82
Building Custodian				
TCL-2	Hourly	17.39	21.02	24.64
Building Maintenance Custodian				
Laborer/Truck Driver				
TCL-3	Hourly	19.12	23.12	27.12
Cemetery Specialist				
Equipment Operator				
Park & Tree Specialist				
Water/Sewer System Maintainer				
TCL-4	Hourly	21.41	25.89	30.37
Equipment/Line Operator				
Master Mechanic				
Park & Tree Specialist (Aerial)				
Senior Park & Tree Specialist				
TCL-5	Hourly	23.70	28.66	33.62
Cemetery Supervisor				
Crew Leader				
Senior Master Mechanic				
Treatment Systems Operator				
TCL-6	Hourly	26.62	32.19	37.76
Fleet Supervisor				
Senior Treatment Systems Operator				
TCL-7	Hourly	29.54	35.73	41.91
Public Works Supervisor				

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MANAGERIAL-PROFESSIONAL

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

Grade Number & Class Title		Minimum	Mid-Point	Maximum
MP-1	Annual	42,369	53,141	63,913
Aquatics Supervisor				
Associate Engineer				
Engineering Technician				
Recreation Supervisor				
MP-2	Annual	47,814	59,969	72,123
Administrative & Special Projects Coordinator				
Assistant Aquatics Coordinator				
Assistant Local Inspector				
Assistant Natural Resources Director				
Budget Analyst				
COA Program Supervisor				
Environmental Health Inspector				
Environmental & Regulatory Coordinator				
Field Lister				
GIS Technician/Analyst				
Information Systems Technician				
Office Accountant				
Public Health Inspector				
Senior Engineering Technician				
Telecommunications Network Technician				
Utility Software Coordinator				
Water Conservation Coordinator				
MP-3	Annual	56,419	70,762	85,105
Aquatics Coordinator				
Assistant Human Resources Director				
Assistant Public Health Director				
Assistant Public Works Engineer				
Assistant to the Water/Sewer Superintendent				
Assistant Town Accountant				
Assistant Treasurer				
Civil Engineer				
Customer Service Administrator				
Energy Conservation Coordinator				
Facilities Maintenance Supervisor				
Fitness Coordinator				
Local Inspector				
Management Analyst				
Recreation Coordinator				
Retirement System Administrator				
Senior Budget & Operations Analyst				
Senior Environmental & Regulatory Coordinator				
Senior Planner				

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MANAGERIAL-PROFESSIONAL, continued

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

MP-4	Annual	60,317	75,651	90,985
Assistant Recreation Director				
Budget & Purchasing Administrator				
Council on Aging Director				
Environmental Services Program Administrator				
Financial Administrator				
GIS & Application Integration Program Manager				
Natural Resources Director				
Operations Engineer				
Public Works Engineer				
Telecommunications Coordinator				
MP-5	Annual	64,880	81,373	97,865
Assistant Library Director				
Deputy Fire Chief				
Deputy Treasurer/Collector				
Highway & Grounds Superintendent				
Police Lieutenant				
Public Health Director				
Town Clerk				
Town Planner				
MP-6	Annual	71,499	89,675	107,850
Building Commissioner				
Deputy Police Chief				
Human Resources Director				
Town Accountant				
Town Assessor				
Town Engineer				
Water/Sewer Superintendent				
MP-7	Annual	81,870	102,683	123,496
Chief Information Officer				
Director of Planning & Land Management				
Library Director				
Recreation Director				
MP-8	Annual	91,211	114,399	137,587
Deputy Town Manager				
Fire Chief				
Police Chief				
Public Works Director				
MP-9	Annual	99,964	125,378	150,792
Finance Director				

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ELECTRICAL LABOR

Grade Number & Class Title		Minimum	Mid-Point	Maximum
EL-1	Hourly	17.22	20.83	24.43
Meter Reader				
EL-2	Hourly	21.01	25.41	29.81
Lineworker, Grade 3				
Meter Technician				
EL-3	Hourly	26.66	30.14	33.62
Lineworker, Grade 2				
Utility Electrician				
EL-4	Hourly	33.10	37.43	41.75
Lineworker, Grade 1				
EL-5	Hourly	34.66	39.19	43.71
Lead Lineworker				
EL-6	Hourly	37.33	42.21	47.08
Line Supervisor				

ELECTRICAL MANAGEMENT

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

Grade Number & Class Title		Minimum	Mid-Point	Maximum
EM-1	Annual	57,754	69,433	81,111
Meter Supervisor				
EM-2	Annual	66,287	79,690	93,092
Electrical Engineer				
EM-3	Annual	78,849	94,792	110,735
Assistant CMLP Director				
Power Supply & Rates Administrator				
EM-4	Annual	106,581	128,131	149,681
CMLP Director				

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SWIM & FITNESS

Grade Number & Class Title		Minimum	Mid-Point	Maximum
SF-1	Hourly	8.00	34.00	60.00
Swim/Fitness Specialist				

HUMAN SERVICES

Grade Number & Class Title		Minimum	Mid-Point	Maximum
HS-1	Hourly	15.00	22.50	30.00
Human Services Specialist				
HS-2	Hourly	15.00	27.50	40.00
Child Care/Education Specialist				